

U.S. Army Accessions Command

First Handshake to First Unit of Assignment

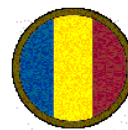


ECHO COMPANY
9 Mar 04



Purpose

Communicate lessons learned from the Army Reserve Divisions (Institutional Training) regarding implementation of the Echo Company Model.



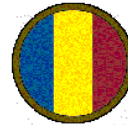
Echo Company Concept

The Echo Company Program is designed to augment selected USATCs with USAR personnel for the purpose of conducting BCT and OSUT at selected sites. Primary emphasis will be placed on the summer surge (MAY-SEP), but the program may be implemented on a year-round basis. The term Echo Company in this context refers to any AC company that has been augmented with and commanded by RC personnel for the purpose mentioned above and is not necessarily intended to reflect the accurate name of the company involved.



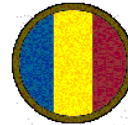
Rules and Procedures

- FORSCOM/TRADOC Regulation 140-3 -- governing directive
- TRADOC:
 - Assumes command of USARC Div(IT)s during mobilization
 - Assigns training loads to USATCs and Div(IT)s and recommends start dates
- USARC:
 - Coordinates training with USATCs and Div(IT)s at IET Scheduling Conferences
 - Provides funding for MTT visits when USAR requests additional training. (USATC will fund required battalion MTT visits to validate USAR units.)



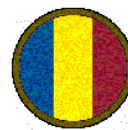
Rules and Procedures - 2

- USATCs will:
 - Coordinate training dates with affiliated Div(IT)s
 - Program Echo Company operating costs into the installation budget
 - Provide Echo Company AC structure (as outlined in F/TR 140-3, appendix G)
 - Identify which AC battalions will contain an Echo Company
 - Provide facilities and equipment to rotating USAR companies
 - Ensure training areas and facilities are reserved for the RC support cycle
 - Provide each Echo Company with one permanent party training NCO and one supply NCO to provide continuity as needed throughout the year and full-time during execution of each Echo Company cycle
 - Provide annual input for DS certification
 - Provide USAR battalion evaluations as required.
 - Provide each Echo Company with 3 AC personnel (tng, supply, and 1 senior leader) in the company headquarters, and 2 AC DSs per platoon during mission execution



Rules and Procedures - 3

- USAR Div(IT)s will:
 - Provide USAR companies for command and control of trainees and DS cadre at BCT or OSUT sites
 - Provide a minimum of 12 certified DSs per company
 - Assist USATCs when requested in validation and certification of DSs
 - Cross-level unit personnel as required
 - Conduct Pre-Camp conference with USATCs to coordinate mission details
 - Coordinate with installation Director, Plans, Training, and Mobilization (DPTM)
 - USAR company commanders participate in the scheduling of IET increments
 - Provide augmenting USAR training companies to roundout the Echo Company battalion during AT periods
 - The rotating unit commander will assume command and control for the conduct of training and have UCMJ authority over BCT/OSUT trainees during their AT periods.

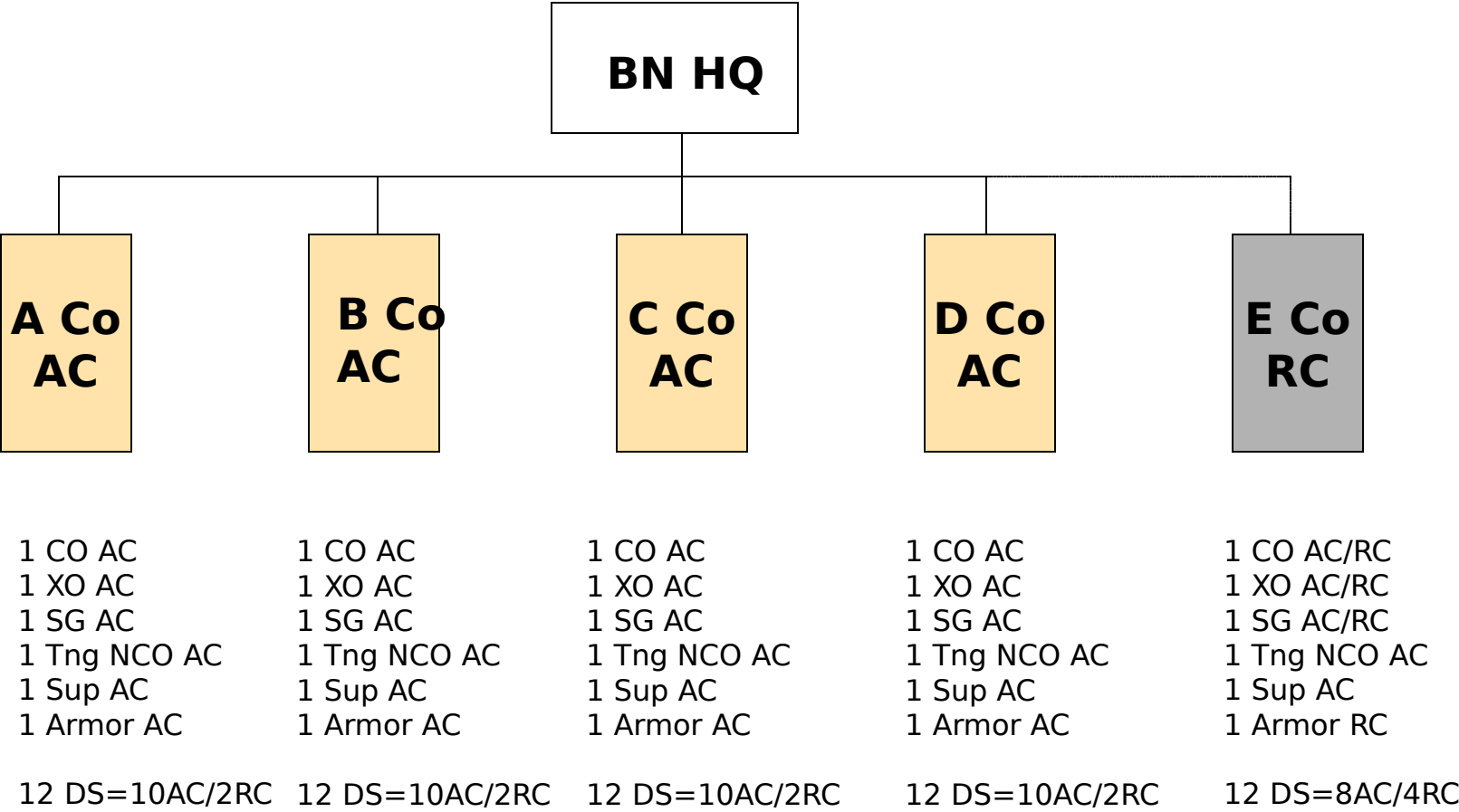


Echo Company Support

- Facilities: the rotating USAR company will be physically located in the facilities of the Echo Company battalions. Echo Company dining facilities will be operated in the same manner as other host USATC dining facilities
- Command Relationships: HHQs of the Echo Company battalion will be the appropriate IET brigade. Operational control of the AC Echo Company Continuity Team, less UCMJ, will pass to each successive USAR company commander.
- Utilization of USAR battalion headquarters personnel during AT
 - USATC training brigades will provide an opportunity during the training cycle for the Div(IT) battalions executing an Echo Company to train at the battalion headquarters
 - It is possible (but not required) for USAR training brigades to do a limited AT with their AT training brigade counterpart. Coordination and evaluation of such will be done at the USATC level only.
- **There will be no increase in scheduled Army Program for Individual Training (ARPRINT) loads. Thus, there will be no increases required in installation support personnel, equipment, contracts or similar support.**

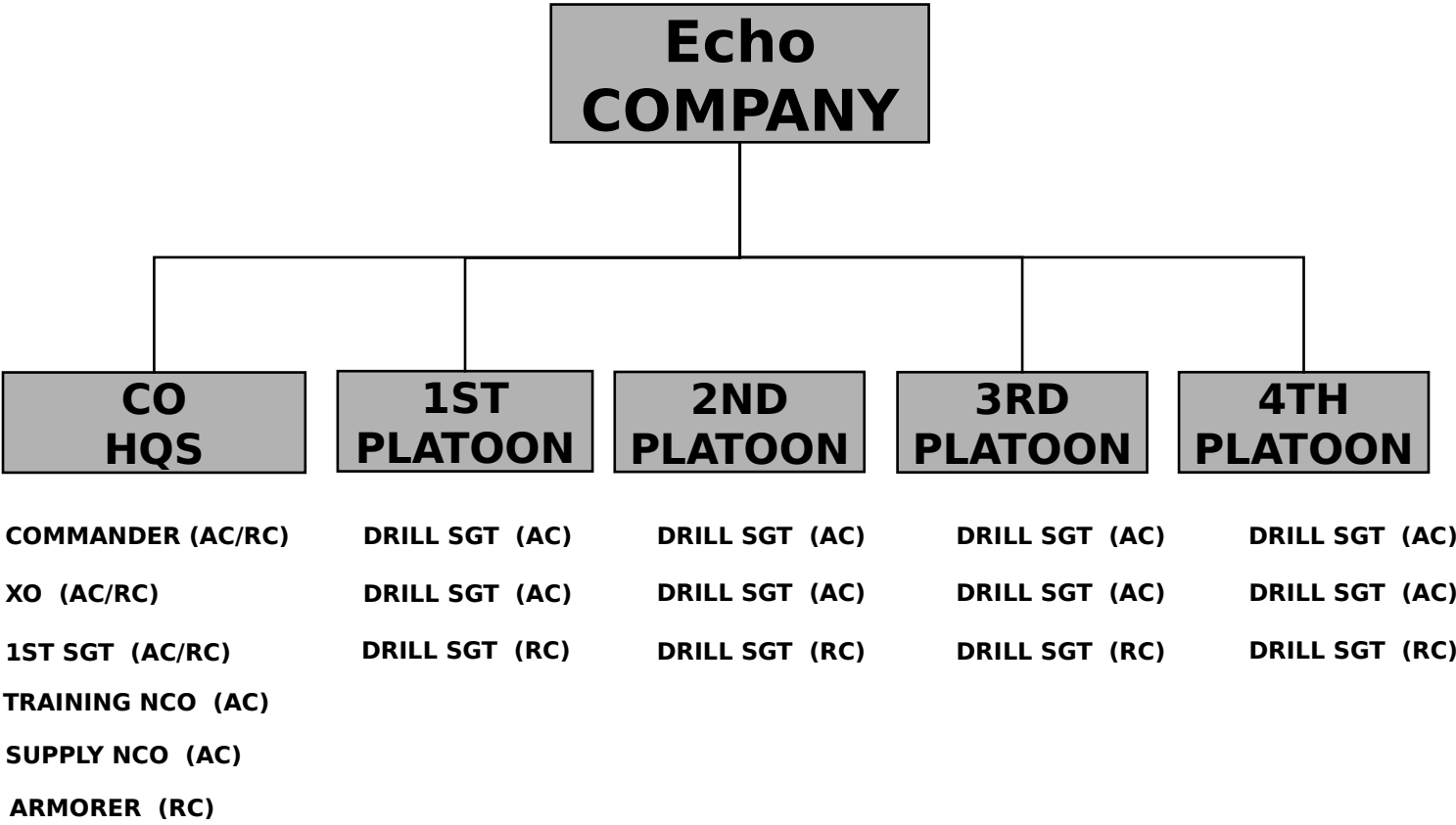


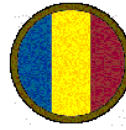
Echo Company Model





Echo Company Organization





USATC Sponsors for USAR Training Base Units

USATC	MOB Unit	RECBN Brigades	Station	MOS	Capability	Installation
USACMS	80th	2	Gordon	BCT	1/319th	Gordon
USAIS 1	84th (TBD)	1	Benning BCT	11B OSUT Knox	1/334th	Benning
USAFAS	95th	2	Sill	BCT/13B OSUT	1/379th	Sill
USAEC	98th 12B/C OSUT	2	L. Wood	54B,31B,	2/391st	L. Wood
USAADAS	104th	1	Bliss	BCT	2/413th	Bliss
USATC	108th	2	Jackson	BCT	2/518th	Jackson
USAARC Knox	100th	2	Knox	19D/K OSUT	1/399th	



ATC Models

Ft Jackson	Ft Benning	Ft Knox	Ft Sill	Ft Leonard Wood
True E Co	True E Co	Modified E Co (RC DS in one company)	True E Co	Modified E Co (RC DS in one company)
No TAM Eval	No TAM Eval	No TAM Eval	No TAM Eval	No TAM Eval



Echo Company Assignments Summer 2004

1. FORT JACKSON, SOUTH CAROLINA			
DIV(IT)	MISSION	#OF TRAINEES	DATES
80	BCT #1 (Echo CO)	240	21-May-04
108	BCT #2 (Echo CO)	240	28-May-04
80	BCT #3 (Echo CO)	240	4-Jun-04
108	BCT #4 (Echo CO)	240	11-Jun-04
108	BCT #5 (Echo CO)	240	25-Jun-04
108	BCT #6 (Echo CO)	240	30-Jul-04
104	BCT #7 (Echo CO)	240	6-Aug-04
108	BCT #8 (Echo CO)	240	13-Aug-04
104	BCT #9 (Echo CO)	240	20-Aug-04
80	BCT #10 (Echo CO)	240	3-Sep-04
2. FORT LEONARD WOOD, MISSOURI			
DIV(IT)	MISSION	#OF TRAINEES	DATES
98	BCT #1 (Echo CO)	240	4-Jun-04
98	BCT #2 (Echo CO)	240	18-Jun-04
98	BCT #3 (Echo CO)	240	17-Aug-04
98	BCT #4 (Echo CO)	240	27-Aug-04



Echo Company Assignments Summer 2004 (cont)

3. FORT BENNING, GEORGIA			
DIV(IT)	MISSION	#OF TRAINEES	DATES
84	INOSUT(Echo CO)	220	5-Mar-04
84	INOSUT(Echo CO)	220	18-Jun-04
95	BCT#1 (Echo CO)	240	4-Jun-04
84	BCT#2 (Echo CO)	240	11-Jun-04
84	BCT#3 (Echo CO)	240	13-Aug-04
84	BCT#4 (Echo CO)	240	20-Aug-04
4. FORT SILL, OKLAHOMA			
DIV(IT)	MISSION	#OF TRAINEES	DATES
95	BCT #1 (Echo CO)	240	11-Jun-04
95	BCT #2 (Echo CO)	240	18-Jun-04
95	BCT #3 (Echo CO)	240	20-Aug-04
95	BCT#4 (Echo CO)	240	27-Aug-04
5. FORT KNOX, KENTUCKY			
DIV (IT)	MISSION	#OF TRAINEES	DATES
100	BCT#1 (Echo CO)	240	11-Jun-04
100	BCT#2 (Echo CO)	240	18-Jun-04
100	BCT#3 (Echo CO)	240	20-Aug-04
100	BCT#4 (Echo CO)	240	2-Sep-04



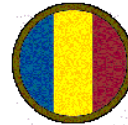
Lessons Learned

- The true Echo Company model is the most effective method to train and provide continuity to the Soldiers in training.
- Training management suffers when the number of AC DS is decreased in the platoons.
- Transition time and communication between increments are the keys to success.



Issues

- Units are not receiving consistent, formal feedback. Per FORSCOM/TRADOC Regulation 140-3, chap 3, para 3-2b.(8), "... Each USAR company will be provided an AAR and culminate with one TAM evaluation per RC battalion, which will be provided by the AC battalion.
- Consistency in implementing Echo Company model: Army Reserve units would prefer to keep unity integrity, but realize that the Soldiers suffer from lack of continuity.



Questions/Comments